

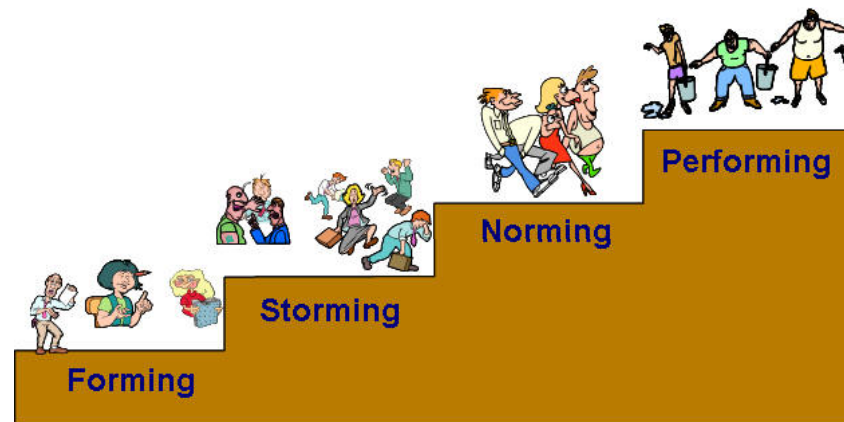


Welcome to the 'Arvo' Session

Your host for this session is Peter McNamara

Purpose

*The purpose of this afternoon's session is to help you improve the **operational excellence of your team** members throughout the various **stages of team development***

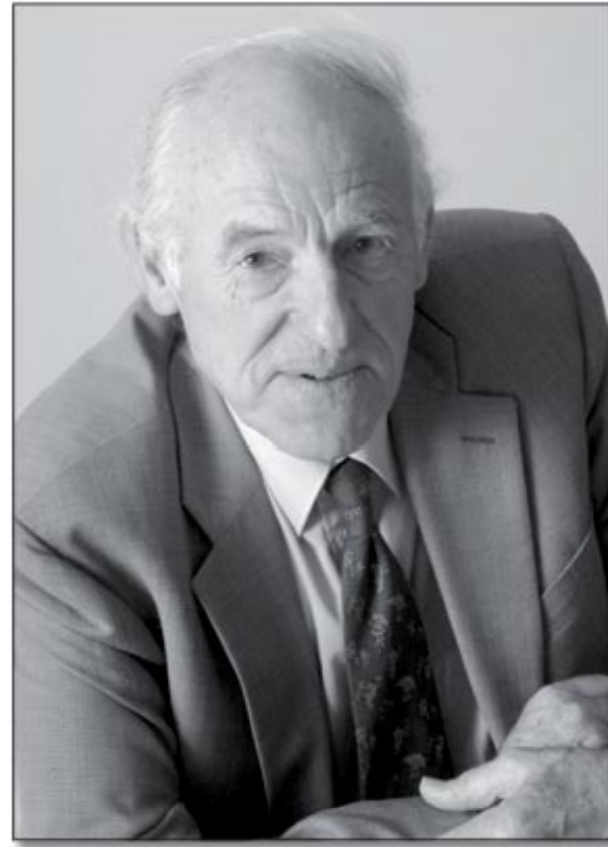


- A **handout** called Belbin's Team Roles
- A **spokes person/s** to report to the whole group after each bit
- A **scribe** to fill out the forms
- *...to hand this back to us at the end and we will compile and give back to you the results*



Meredith Belbin's Team Roles

What role do you play in a team?



Shaper

Strengths

Challenging, dynamic,
thrives on pressure,
driven to overcome
obstacles



Weaknesses

Prone to provocation,
offends others' feelings

Implementer

Strengths

Disciplined, reliable, conservative, efficient, turns ideas into practical actions

Weaknesses

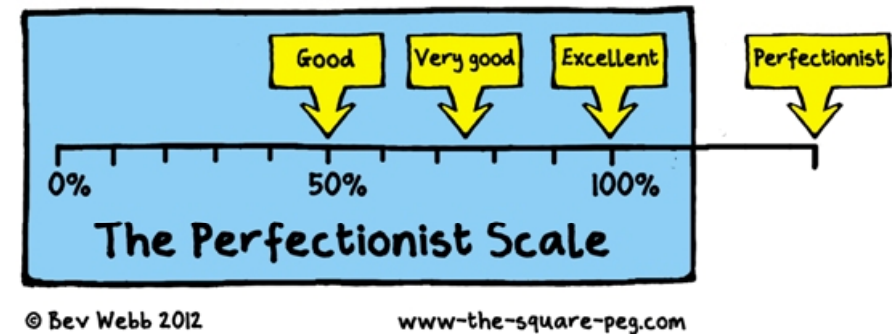
Somewhat inflexible; slow to respond to new possibilities



Completer Finisher

Strengths

Painstaking,
conscientious, anxious,
searches for errors and
omissions, delivers on time



Weaknesses

Inclined to worry unduly;
reluctant to delegate

Co-ordinator

Strengths

Mature, confident, a good chairperson, clarifies goals, promotes decision-making and delegates well

Weaknesses

Can be seen as manipulative, offloads personal work



Team worker

Strengths

Co-operative, mild, perceptive and diplomatic, builds and averts friction



Weaknesses

Indecisive in crunch situations

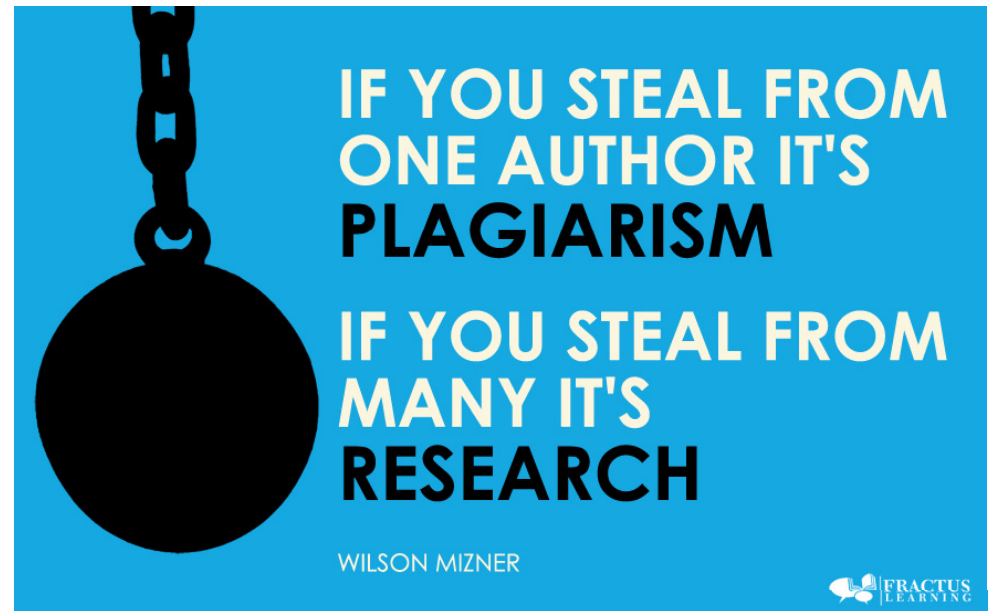
Resource Investigator

Strengths

Extrovert, enthusiastic, communicative, explores opportunities and delivers contacts

Weaknesses

Over optimistic, loses interest once initial enthusiasm has passed



Plant

Strengths

Creative, imaginative, unorthodox; solves difficult problems



Weaknesses

Ignores details; too preoccupied to communicate effectively

Monitor Evaluator

Strengths

- Sober, strategic, discerning; sees all options and judges accurately



Weaknesses

- Lacks drive or the ability to inspire others

Specialist

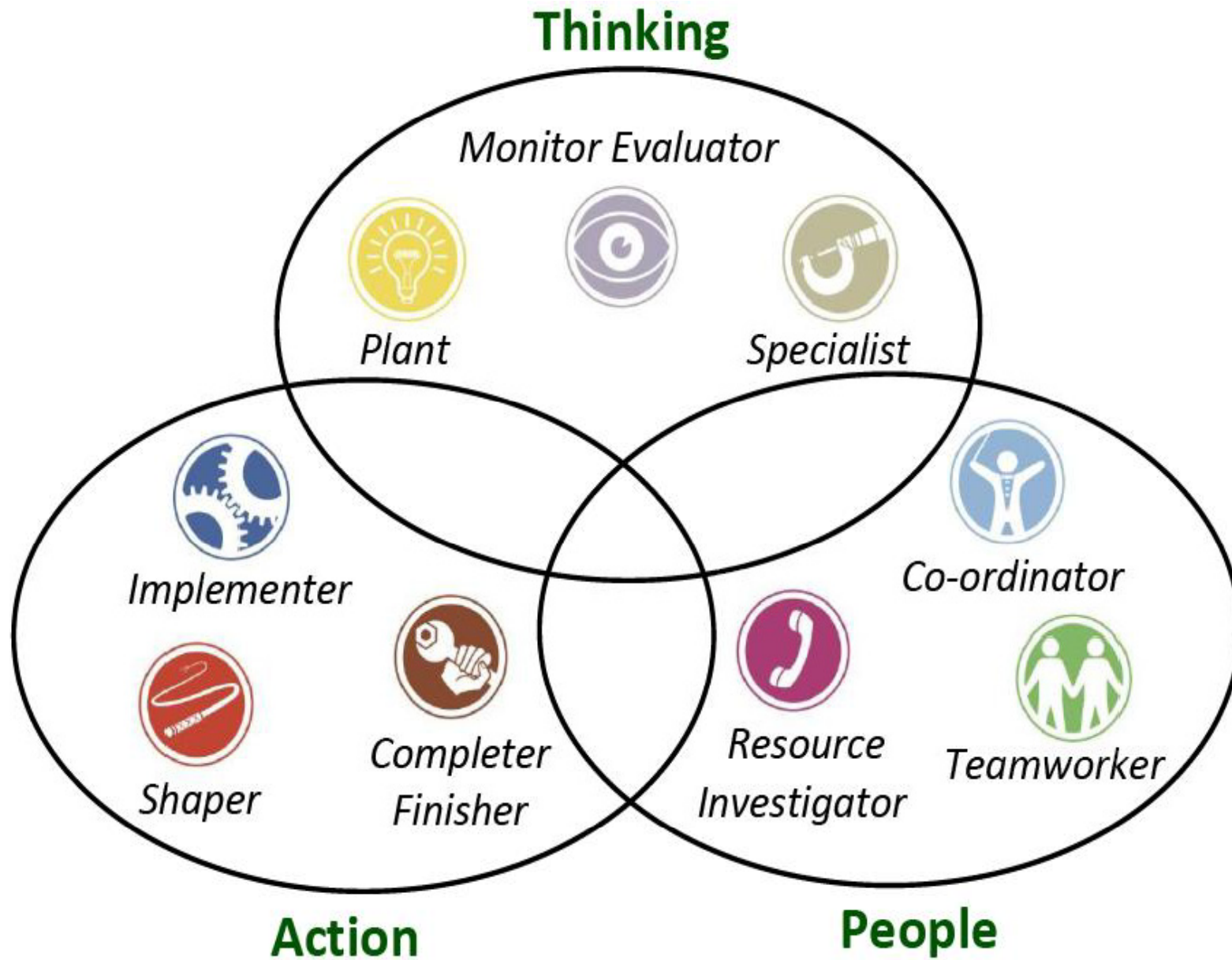
Strengths

- Single minded; self starter & dedicated; brings knowledge and skills in rare supply

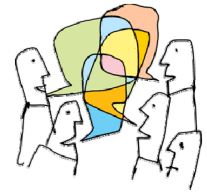


Weaknesses

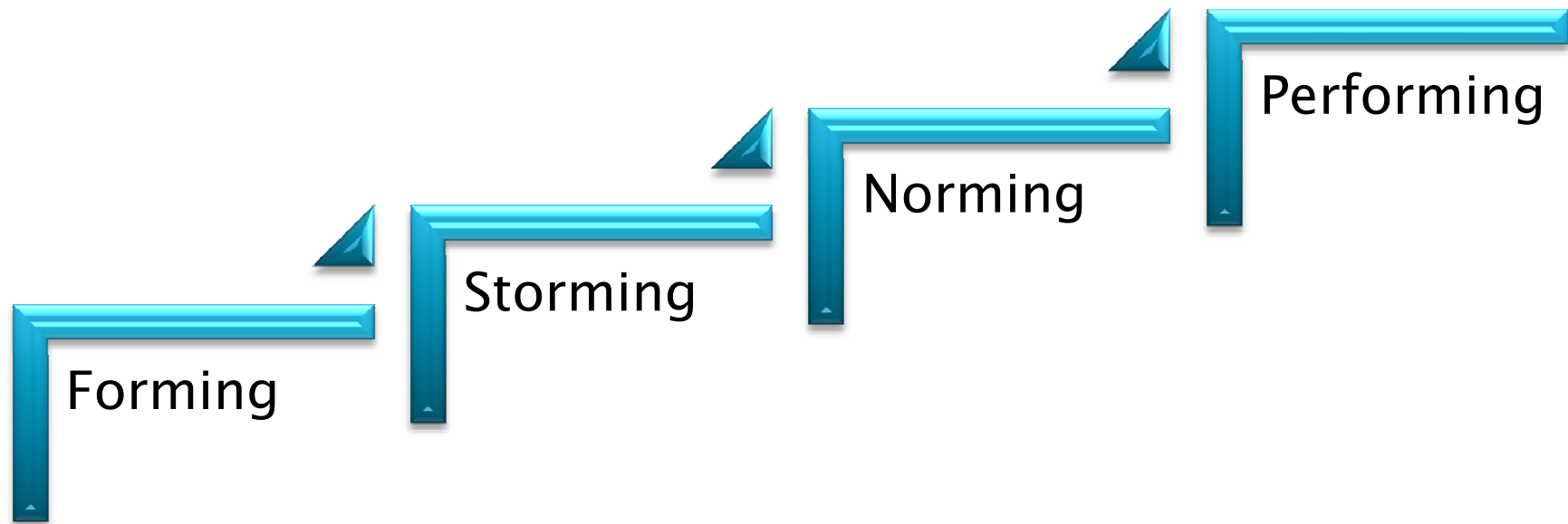
- Contributes only on a narrow front; dwells on technicalities



So, what role/s do you usually play in a team?



Stages of Team Development



Bruce Tuckerman first published this as a team's life cycle in 1965